

Vermont Mental Health Performance Indicator Project
Agency of Human Services, Department of Health, Division of Mental Health
Weeks Building, 103 South Main Street, Waterbury, VT 05671-1601

MEMORANDUM

TO: Vermont Mental Health Performance Indicator Project
Advisory Group and Interested Parties

FROM: Monica Simon and John Pandiani

DATE: September 13, 2004

RE: Employment of CRT Clients through March 2004

This is a revised version of the quarterly report on CRT employment that was distributed last week (September 3, 2004). The PIP that was distributed last week inadvertently excluded new CRT clients. The January through March 2004 employment rates reported last week described CRT clients who had also been served during January through March, 2003, rather than the entire caseload for the most recent quarter. Many thanks to Jeff Rothenberg, Bob Bick, Michael Hartman, Rene Rose, and Ken Gingras for quickly spotting this error and informing us of the problem.

This PIP also serves as a reminder that the employment data being accumulated for CRT clients provides the opportunity to compare employment rates over time and for different groups of CRT clients. For instance, employment rates for individuals who have left the CRT caseload may be compared to employment rates for those who stayed. Employment rates for individuals who are currently on the CRT caseload may be compared to employment rates for these same people before they entered the CRT caseload. Many other longitudinal analyses are also possible.

If anyone would be interested in this type of analysis, please let us know at pip@ddmhs.state.vt.us or 802-241-2638.

This week's PIP is a quarterly report that combines data obtained from DMH Designated Agencies with data obtained from the Vermont Department of Employment and Training (DET) to measure rates of employment for adults with severe and persistent mental illness served by Vermont's Community Rehabilitation and Treatment (CRT) programs. Previous reports in this series are available online at (www.ddmhs.state.vt.us/docs/pips/pips-by-cross-sector-indicators.html#emp).

Third quarter employment rates for CRT clients tend to be slightly lower than other quarters. This is the fifth consecutive year in which CRT employment was lower during January-March than it had been during October-December. In some years this decrease was more substantial than others. In one year, FY2003, it was dramatic.

Employment rates and average earnings are provided for each of the State's CRT programs for each of the past 19 fiscal quarters. Statewide, the employment rate for the 3rd quarter FY2004 was 20%, up substantially from 3rd quarter a year ago (16%). Lamoille County (LCMH) experienced the highest employment rate (28%) and Northeast Kingdom Mental Health (NKHS) experienced the lowest employment rate (15%). Employment rates decreased in six of the ten CRT programs in Vermont from the 2nd quarter FY2004 to the 3rd quarter FY2004. Northwest Counseling Services experienced the greatest increase in wages reported per employed client (5%). NKHS experienced the greatest decrease in wages reported per employed client (-16%).

Statewide, the average wage reported for CRT clients during the 3rd quarter FY2004 decreased slightly from the 2nd quarter FY2004 (-6%). During the most recent quarter, Rutland Mental Health Services (RMHS) had the highest wages reported per employed client and LCMH had the lowest wages reported per employed client. Wages per employed CRT client decreased in seven of the ten CRT programs from the 2nd quarter FY2004 to the 3rd quarter FY2004. RMHS experienced the greatest increase in wages reported per employed client (9%). LCMH experienced the greatest decrease in wages reported per employed client (-18%).

We look forward to your comments and your suggestions for further analyses of these data at pip@ddmhs.state.vt.us or 802-241-2638.

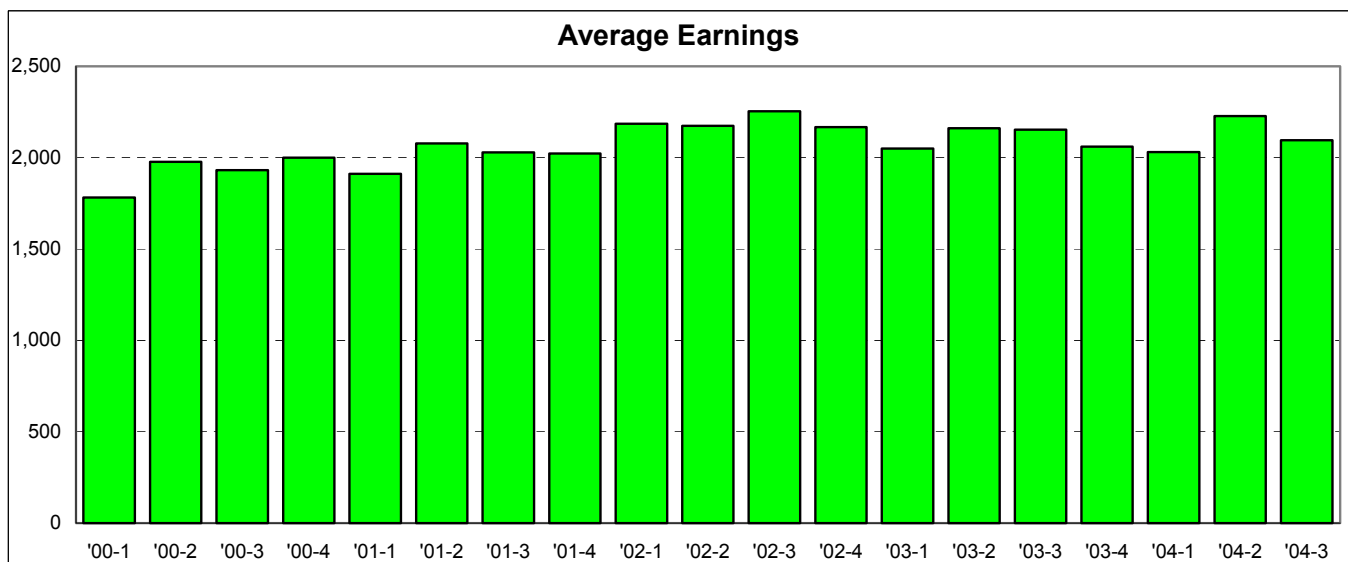
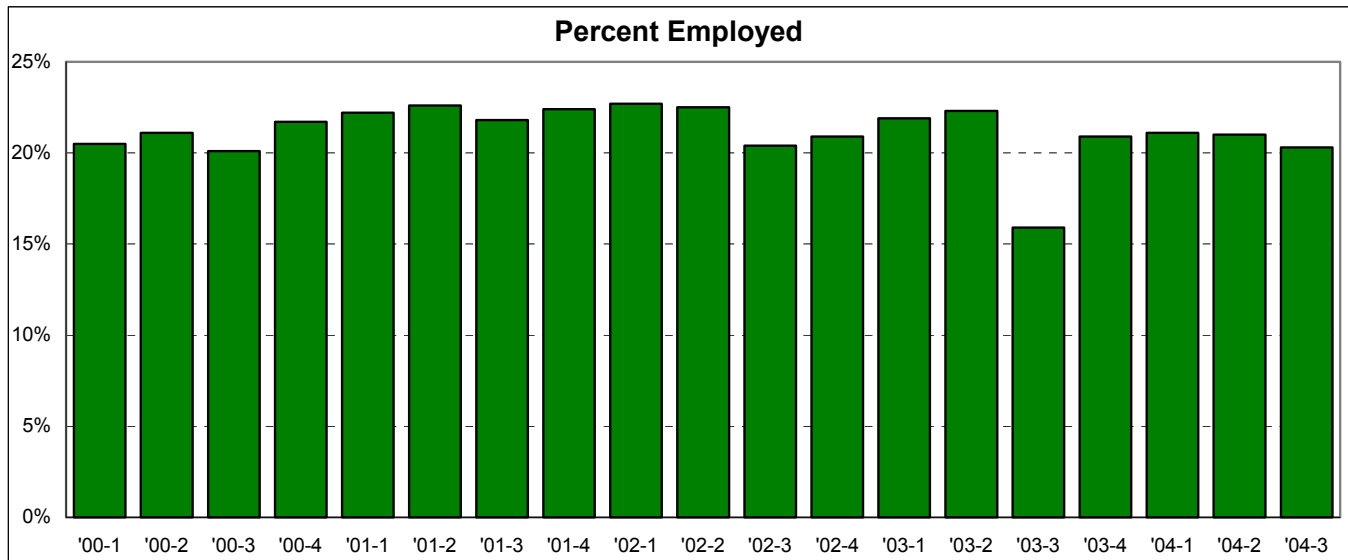
**Quarter 3 FY 2004 Employment
of Community Rehabilitation and Treatment Clients
In Vermont**

Clinic	Total Number Served	Employment		Wages Reported		
		Number Employed	Percent Employed	Total Wages	Wages per Employed Client	Wages per Client Served
CSAC	144	33	23%	\$72,575.36	\$2,199.25	\$504.00
NCSS	199	44	22%	\$108,342.76	\$2,462.34	\$544.44
HCHS	548	125	23%	\$267,337.30	\$2,138.70	\$487.84
LCMH	112	31	28%	\$47,716.69	\$1,539.25	\$426.04
HCRS	339	54	16%	\$99,329.21	\$1,839.43	\$293.01
NKHS	377	58	15%	\$122,191.80	\$2,106.76	\$324.12
CMC	153	26	17%	\$67,206.02	\$2,584.85	\$439.26
RMHS	258	49	19%	\$147,476.61	\$3,009.73	\$571.61
UCS	171	28	16%	\$57,737.28	\$2,062.05	\$337.64
WCMH	398	99	25%	\$156,429.09	\$1,580.09	\$393.04
Quarterly Total	2,699	547	20%	\$1,146,342.12	\$2,095.69	\$424.73
Year Ending March 2004	2,986	834	28%	\$4,748,411.69	\$5,693.54	\$1,590.22

Analysis includes Community Rehabilitation and Treatment clients aged 18 - 64 who were active during any part of the reporting period and includes all employment reported for the reporting period.

This report is based on record linkage of the Department of Developmental and Mental Health Services (DDMHS) and the Department of Employment and Training (DET) databases. DDMHS client data are submitted by Community Rehabilitation and Treatment Programs in conformance with contractual requirements. DET data are submitted by employers in conformance with state and federal unemployment laws. Workers who are excluded from DET reporting are the self-employed, firm owners not incorporated and the following employee groups: elected officials, employees of nonprofit religious, charitable and educational organizations, unpaid family members, farm workers (with some exceptions), and railroad employees.

Statewide CRT Employment Rates and Average Earnings By Quarter: July 1999 - March 2004

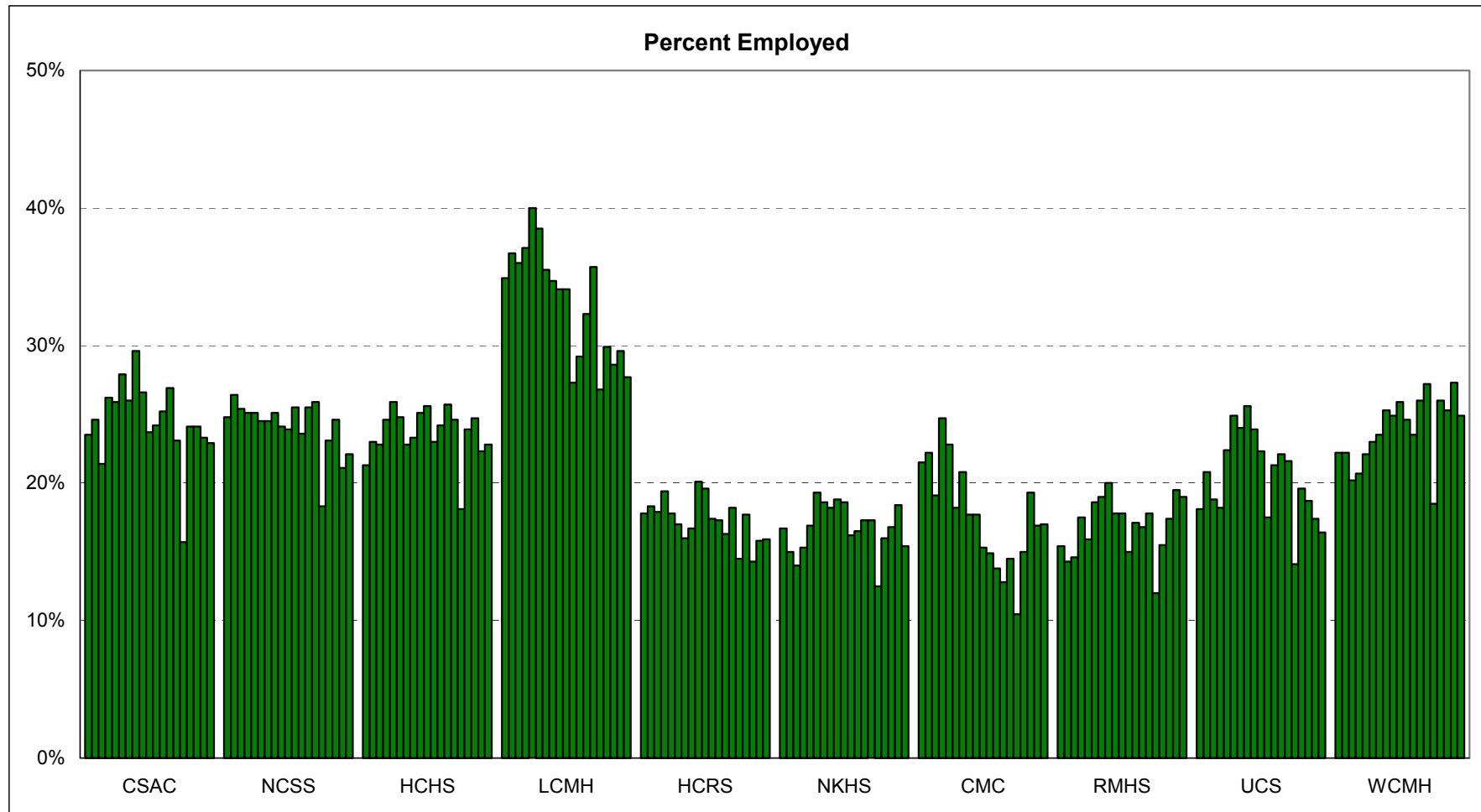


	Fiscal Year-quarter											
	'00-1	'00-2	'00-3	'00-4	'01-1	'01-2	'01-3	'01-4	'02-1	'02-2	'02-3	'02-4
% Employed	21	21	20	22	22	23	22	22	23	23	20	21
\$ / Employed Client	1,782	1,978	1,931	2,000	1,912	2,078	2,030	2,022	2,186	2,175	2,253	2,168

	Fiscal Year-quarter						
	'03-1	'03-2	'03-3	'03-4	'04-1	'04-2	'04-3
% Employed	22	22	16	21	21	21	20
\$ / Employed Client	2,051	2,162	2,153	2,061	2,030	2,229	2,096

Quarterly employment rates are lower than annual employment rates because not all clients who are employed during a year are employed during every quarter of the year. Analysis includes Community Rehabilitation and Treatment clients aged 18 - 64 who were active during each reporting quarter and includes all employment reported for each quarter. This report is based on record linkage of the DDMHS CRT and DET databases. DDMHS client data are submitted by Community Programs in conformance with contractual requirements. DET data are submitted by employers in conformance with state and federal laws. Workers who are excluded from DET reporting are the self-employed, firm owners not incorporated and the following employee groups: elected officials, employees of nonprofit religious, charitable and educational organizations, unpaid family members, farm workers (with some exceptions), and railroad employees.

CRT Clients Employed By Quarter: July 1999 - March 2004



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Total CRT Clients Served (#) and Percent Employed (%)

By Quarter: July 1999 - March 2004

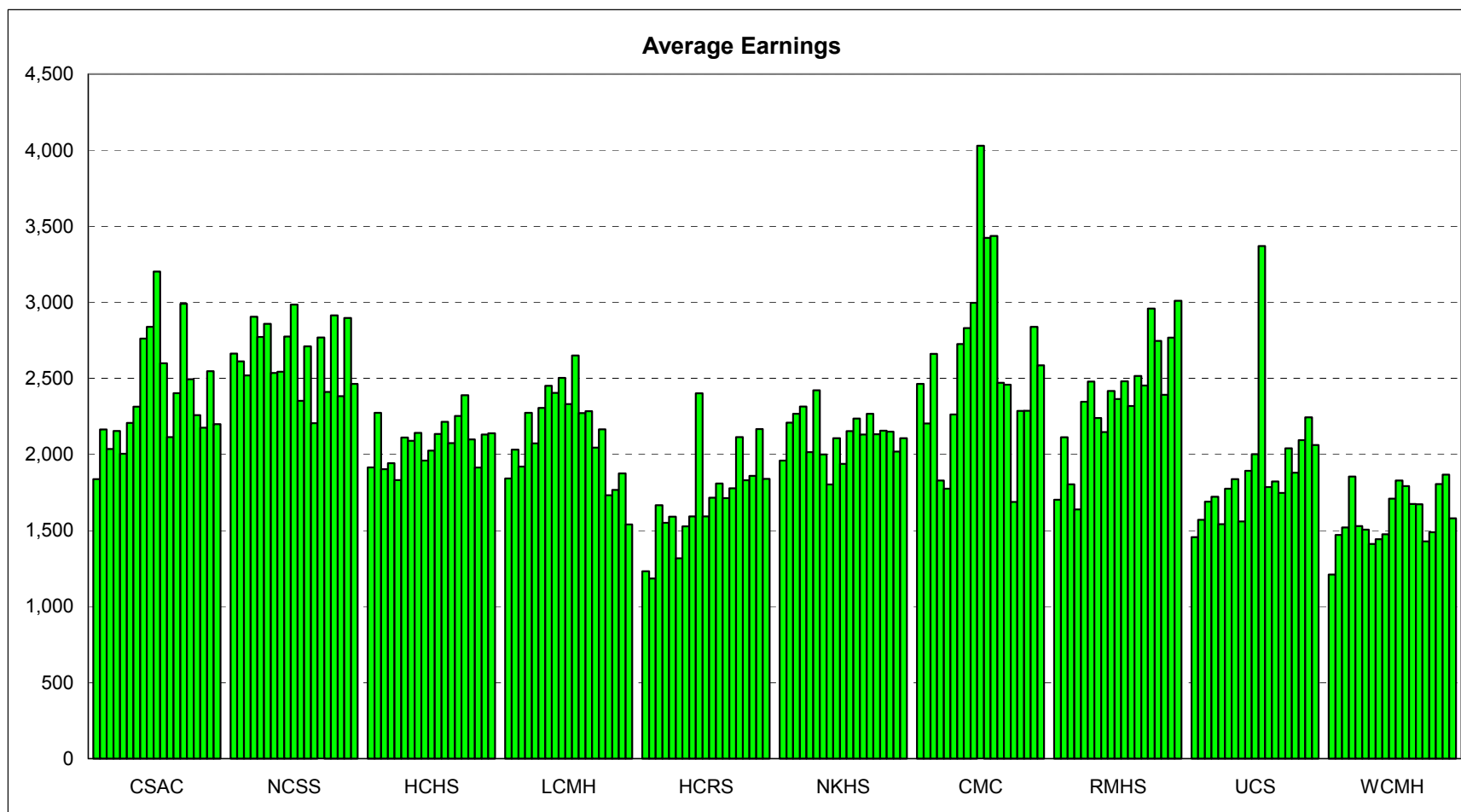
		Clinic																				Total %
		CSAC		NCSS		HCHS		LCMH		HCRS		NKHS		CMC		RMHS		UCS		WCMH		
Year	QRT	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
FY04	3	144	23	199	22	548	23	112	28	339	16	377	15	153	17	258	19	171	16	398	25	20
	2	146	23	190	21	548	22	115	30	349	16	386	18	154	17	262	20	167	17	395	27	21
	1	145	24	195	25	551	25	112	29	356	14	375	17	150	19	264	17	166	19	395	25	21
FY 03	4	145	24	199	23	547	24	117	30	355	18	381	16	153	15	264	16	163	20	392	26	21
	3	140	16	197	18	540	18	127	27	351	15	383	13	153	10	266	12	163	14	395	19	16
	2	143	23	205	26	545	25	126	36	362	18	387	17	145	15	269	18	167	22	401	27	22
	1	134	27	212	26	533	26	127	32	368	16	382	17	141	13	274	17	163	22	400	26	22
FY 02	4	131	25	216	24	541	24	130	29	375	17	381	17	152	14	281	17	169	21	412	24	21
	3	128	24	208	26	543	23	128	27	373	17	371	16	148	15	273	15	171	18	406	25	20
	2	131	24	205	24	547	26	123	34	377	20	370	19	150	15	269	18	175	22	351	26	23
	1	128	27	199	24	558	25	123	34	369	20	362	19	141	18	270	18	180	24	346	25	23
FY 01	4	125	30	195	25	558	23	124	35	377	17	357	18	141	18	270	20	172	26	340	25	22
	3	123	26	192	25	556	23	124	36	369	16	355	19	125	21	269	19	171	24	332	24	22
	2	122	28	196	25	557	25	122	39	370	17	353	19	110	18	269	19	173	25	330	23	23
	1	116	26	191	25	549	26	120	40	359	18	343	17	101	23	270	16	165	22	326	22	22
FY 00	4	122	26	199	25	552	25	116	37	355	19	333	15	97	25	263	18	170	18	329	21	22
	3	126	21	197	25	548	23	111	36	335	18	329	14	94	19	267	15	170	19	341	20	20
	2	134	25	197	26	566	23	109	37	328	18	334	15	99	22	265	14	173	21	347	22	21
	1	136	24	206	25	563	21	109	35	342	18	342	17	107	22	267	15	171	18	343	22	21

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Average Earnings for Employed CRT Clients By Quarter: July 1999 - March 2004



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CRT Clients Employed (#) and Average Earnings for Employed Clients (\$) By Quarter: July 1999 - March 2004

		Clinic																		Total		
		CSAC		NCSS		HCHS		LCMH		HCRS		NKHS		CMC		RMHS		UCS			WCMH	
Year	QRT	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	\$
FY04	3	33	2,199	44	2,462	125	2,139	31	1,539	54	1,839	58	2,107	26	2,585	49	3,010	28	2,062	99	1,580	2,096
	2	34	2,547	40	2,897	122	2,131	34	1,875	55	2,166	71	2,018	26	2,838	51	2,768	29	2,244	108	1,867	2,229
	1	35	2,176	48	2,383	136	1,913	32	1,767	51	1,859	63	2,150	29	2,287	46	2,392	31	2,094	100	1,805	2,030
FY 03	4	35	2,257	46	2,913	131	2,098	35	1,731	63	1,830	61	2,157	23	2,286	41	2,746	32	1,879	102	1,489	2,061
	3	22	2,493	36	2,410	98	2,389	34	2,165	51	2,114	48	2,132	16	1,688	32	2,959	23	2,040	73	1,428	2,153
	2	33	2,990	53	2,768	134	2,253	45	2,044	66	1,777	67	2,267	21	2,458	48	2,453	36	1,746	109	1,672	2,162
	1	36	2,403	54	2,205	137	2,075	41	2,284	60	1,712	66	2,131	18	2,470	46	2,516	36	1,822	104	1,673	2,051
FY 02	4	33	2,114	51	2,710	131	2,215	38	2,272	65	1,808	63	2,236	21	3,436	48	2,318	36	1,785	97	1,791	2,168
	3	31	2,599	53	2,352	125	2,134	35	2,650	65	1,716	60	2,153	22	3,423	41	2,480	30	3,370	100	1,829	2,253
	2	31	3,201	49	2,985	140	2,025	42	2,330	74	1,592	69	1,938	23	4,029	48	2,365	39	2,001	91	1,709	2,175
	1	34	2,839	48	2,775	140	1,960	42	2,503	74	2,401	68	2,107	25	2,996	48	2,417	43	1,892	86	1,475	2,186
FY 01	4	37	2,761	49	2,543	130	2,142	43	2,405	63	1,592	65	1,802	25	2,831	54	2,146	44	1,559	86	1,443	2,022
	3	32	2,314	47	2,535	127	2,090	44	2,450	59	1,527	66	2,000	26	2,725	51	2,239	41	1,837	78	1,411	2,030
	2	34	2,207	48	2,859	138	2,111	47	2,306	63	1,318	68	2,422	20	2,262	50	2,479	43	1,775	76	1,505	2,078
	1	30	2,004	48	2,772	142	1,831	48	2,072	64	1,591	58	2,016	23	1,774	43	2,345	37	1,541	72	1,529	1,912
FY 00	4	32	2,155	50	2,904	136	1,942	43	2,273	69	1,551	51	2,315	24	1,828	46	1,638	31	1,722	68	1,854	2,000
	3	27	2,035	50	2,518	125	1,903	40	1,919	60	1,666	46	2,267	18	2,661	39	1,803	32	1,690	69	1,519	1,931
	2	33	2,164	52	2,611	130	2,273	40	2,030	60	1,185	50	2,209	22	2,204	38	2,112	36	1,571	77	1,470	1,978
	1	32	1,837	51	2,662	120	1,915	38	1,842	61	1,232	57	1,959	23	2,463	41	1,702	31	1,456	76	1,210	1,782

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